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5/2/13  
12:48pm

**2013 POA NEGOTIATIONS  
CITY PACKAGE PROPOSAL FOR SETTLEMENT**

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*This proposal is submitted in an attempt to reach a settlement to avoid the binding interest arbitration under Charter Section 1111, as amended by Measure V. The binding interest arbitration hearings are scheduled for May 6-8, 2013. In the event this proposal is not accepted, the City reserves the right to modify, amend and/or add proposals, including reverting back to previous proposals and the addition of proposals that are not included in this package. The City is not dropping any of its existing proposals that may go through interest arbitration or procedures under the MMBA. If the City and the POA proceed to interest arbitration, the City's wage proposal will not be the proposal contained herein and will be consistent with the limitations under Measure V, including the maximum increases in compensation set forth in Section 1111(g). It is the City's position that the City's proposal exceeds the maximum set forth in Section 1111(g) and would not be able to be awarded by the arbitration board.*

*Please note that we are providing 2 wage options in this settlement package (one unit-wide and one for top step employees only). Also please note that the City's wage proposal in this settlement package does not include the contingency language that was in the City's last wage proposal.*

**TERM**

1 year term

**WAGES**

2% general wage increase

**OR**

Addition of a 2.5% salary step at the top of the salary range for each classification

**LEAVE BALANCE BUYDOWN**

80 hours of buydown of leave balance (terms to be negotiated)

**SICK LEAVE PAYOUT- CURRENT EMPLOYEES**

Current Employees: Freeze hourly rate and number of hours to be paid (As Proposed on March 20, 2013)

**SICK LEAVE PAYOUT- NEW EMPLOYEES**

New Employees will not be eligible for a sick leave payout (As Proposed on March 20, 2013)

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**UNIFORM ALLOWANCE**

Increase uniform allowance to \$900 annually

**OUTSOURCING/CIVILIANIZATION**

Community Service Officers (As Proposed on April 18, 2013)

**TRANSFER POLICIES**

Officer Transfer Policy and Sergeant Transfer Policy (As Proposed on April 18, 2013)

**LONG TERM DISABILITY**

See Attached

## 2013 CITY OF SAN JOSE – POA NEGOTIATIONS

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### CITY PROPOSAL – LONG TERM DISABILITY

City Proposed Language:

#### **ARTICLE 33      LONG TERM DISABILITY**

Effective the first full payperiod following the implementation of the Disability Retirement Section of the City Charter (1509-A), the City will pay 50% of the premium for each full-time bargaining unit employee who enrolls in the City's Long Term Disability 60 day program. If an employee chooses the 30 day Long Term Disability program, the employee shall pay the difference between the total cost of the 30 day program and the City's contribution towards the premium for the 60 day program.